

New Jersey Public Employment Relations Commission
NON-POLICE AND FIRE
COLLECTIVE NEGOTIATIONS AGREEMENT SUMMARY FORM

Line #

SECTION I: Parties and Term of Contracts

1 Public Employer: Township of Howell County: Monmouth

2 Employee Organization: Teamsters Local Union No. 469 Number of Employees in Unit: 16

3 Base Year Contract Term: 1/1/2014-12/31/2017 New Contract Term: 1/1/2018-12/31/2021

SECTION II: Type of Contract Settlement (please check only one)

- 4 ☒ Contract settled without neutral assistance
- 5 ☐ Contract settled with assistance of mediator
- 6 ☐ Contract settled with assistance of fact-finder
- 7 ☐ Contract settled with assistance of super-conciliator
- 8 If contract was settled in fact-finding, did the fact-finder issue a report with recommendations?
 Yes ☐ No ☐

SECTION III: Salary Base

The salary base is the cost of salaries in the final year of the expired or expiring agreement. This is the base cost from which the parties negotiate the salary increases.

9 Salary Costs in Base Year \$ 1,464,258

10 Longevity Costs in Base Year \$ 0

11 Total Salary Base \$ 1,464,258

SECTION IV: Salary Increases for Each Year of New Agreement*

	Year 1	Year 2	Year 3	Year 4	Year 5
12 Effective Date (month/day/year)	<u>1/1/2018</u>	<u>1/1/2019</u>	<u>1/1/2020</u>	<u>1/1/2021</u>	
13 Cost of Salary Increments (\$)	<u>26,821</u>	<u>25,732</u>	<u>30,336</u>	<u>30,943</u>	
14 Salary Increase Above Increments (\$)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	
15 Longevity Increase (\$)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	
16 Total \$ Increase (sum of lines 13-15)	<u>26,821</u>	<u>25,732</u>	<u>30,336</u>	<u>30,943</u>	
17 New Salary Base (\$)	<u>1,491,079</u>	<u>1,516,811</u>	<u>1,547,147</u>	<u>1,578,090</u>	
18 Percentage increase over prior year	<u>1.83</u> %	<u>1.73</u> %	<u>2.00</u> %	<u>2.00</u> %	

**If contract duration is longer than five years, please add an additional page.*

SECTION V: Increases in Other Contractual Economic Items or Newly Added Economic Items*

19	Item Description	Base Year Cost (\$)	Year 1 Increase (\$)	Year 2 Increase (\$)	Year 3 Increase (\$)	Year 4 Increase (\$)	Year 5 Increase (\$)
	Education Level Compensation	21,100	2,377				
20	Totals(\$):	21,100	2,377				

**If contract duration is longer than five years, please add an additional page.*

SECTION VI: Medical Costs

		Base Year	Year 1
21	Health Plan Cost	\$ 177,410.24	\$ 177,505.48
22	Prescription Plan Cost	\$ 0	\$ 0
23	Dental Plan Cost	\$ 9,560.88	\$ 9,560.88
24	Vision Plan Cost	\$ 0	\$ 0
25	Total Cost of Insurance	\$ 186,971.12	\$ 187,066.36
26	Employee Insurance Contributions	\$ 50,345.74	\$ 50,345.74
27	Employee Contributions as % of Total Insurance Cost	26.92 %	26.91 %


Section VI: Medical Costs (continued)

28 Identify any insurance changes that were included in this CNA.

In the new CNA, the base coverage established was Direct 15. Employees can elect to keep an insurance coverage with a higher premium than Direct 15, but will need to compensate the Township for the difference. As the contract was ratified on September 4, 2018, these changes will take effect on January 1, 2019. The estimated savings from the 7 covered employees in the CNA will be approximately \$2,619.

SECTION VII: Certification and Signature

29 The undersigned certifies that the foregoing figures are true:

Print Name: Louis Palazzo
Position/Title: Chief Financial Officer
Signature: 
Date: November 27, 2018

Send this completed and signed form along with an electronic copy of the contract and the signed certification form to: contracts@perc.state.nj.us

NJ Public Employment Relations Commission
Conciliation and Arbitration
PO Box 429
Trenton, NJ 08625
Phone: 609-292-9898

Revised 8/2016